

2006 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2002, 2003, 2004, 2005 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 2.4% from 2005 to 2006.
- From 2005 to 2006 the total number of black teachers decreased by .1% and remained only 6.6 % of the total teaching workforce.

Age & Experience

- 50.4% of our teachers have 10 years or less of experience.
- This percentage is up .4% from 2005.

Teacher Workforce Dynamics

- District hiring rate increased to 13.0%, up 1.7% from 2005.
- The percentage of district new hires that were first year teachers dropped by 4.2%.
- District new hires from out of state increased by 2.2%.
- District new hires from other districts increased by 2%.
- Teachers leaving the classroom after only one to three years decreased by 3.3%.
- Teachers leaving the classroom after only one to five years decreased by 0.6%.

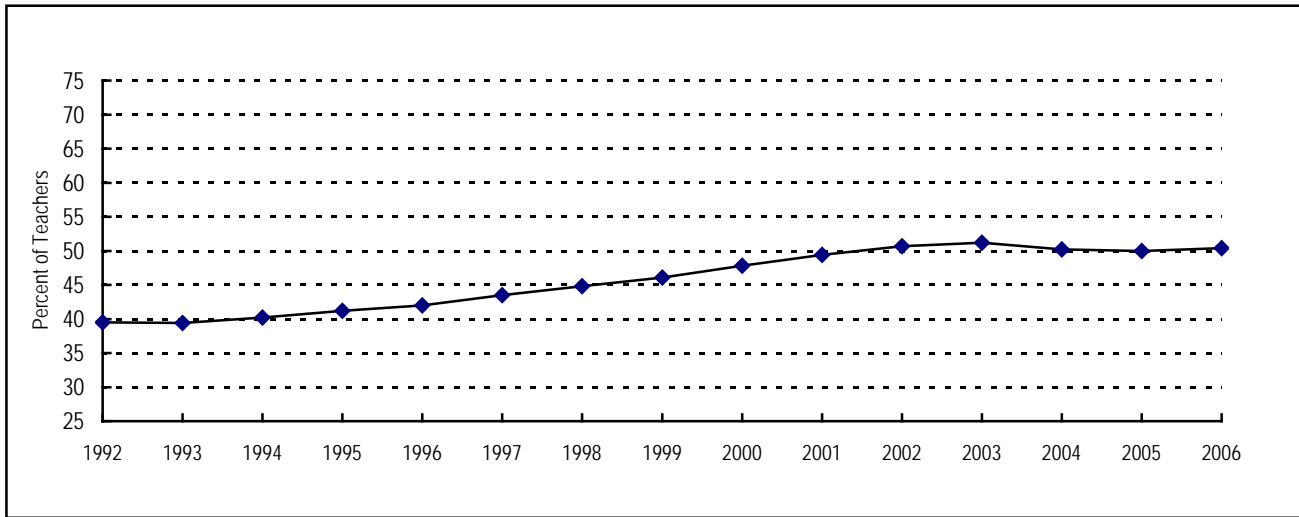
Gender and Race/Ethnicity Trends, 1994-2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Total Teachers³	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120
GENDER													
Female	77.0%	77.3%	77.5%	77.7%	77.9%	78.1%	78.2%	78.3%	78.4%	78.3%	78.5%	78.6%	78.7%
Male	22.9%	22.7%	22.5%	22.3%	22.1%	21.9%	21.8%	21.7%	21.6%	21.7%	21.5%	21.4%	21.3%
RACE/ETHNICITY													
WHITE	91.4%	91.6%	91.8%	92.0%	92.1%	92.1%	91.9%	92.3%	92.2%	92.0%	92.1%	92.4%	92.5%
Female	70.1%	70.6%	71.0%	71.3%	71.6%	71.9%	71.8%	72.3%	72.3%	72.1%	72.3%	72.6%	71.0%
Male	21.2%	21.0%	20.9%	20.6%	20.5%	20.3%	20.1%	20.0%	19.9%	19.9%	19.8%	19.8%	19.6%
BLACK	8.0%	7.7%	7.5%	7.4%	7.2%	7.2%	7.4%	7.0%	7.0%	7.2%	7.0%	6.7%	6.6%
Female	6.5%	6.2%	6.1%	5.9%	5.8%	5.7%	5.8%	5.5%	5.5%	5.6%	5.5%	5.3%	5.2%
Male	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.6%	1.5%	1.5%	1.6%	1.5%	1.5%	1.4%
OTHER⁴	0.6%	0.6%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.8%	0.9%	0.8%	0.9%

Age Trends, 1994-2006

AGE GROUP ⁵	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
20-29	12.6%	13.5%	14.3%	15.2%	15.9%	16.4%	16.7%	16.6%	17.2%	17.0%	16.8%	16.8%	20.0%
30-39	25.2%	24.3%	23.6%	23.3%	23.1%	23.4%	23.9%	24.6%	25.2%	24.5%	26.0%	26.4%	26.1%
40-49	39.4%	38.9%	37.9%	36.0%	34.3%	32.3%	30.7%	29.3%	27.8%	27.9%	26.0%	25.4%	24.6%
50-59	19.0%	19.5%	20.7%	22.1%	23.3%	24.4%	25.1%	25.8%	26.0%	25.5%	26.8%	26.5%	24.9%
60+	3.8%	3.8%	3.6%	3.5%	3.4%	3.5%	3.6%	3.6%	3.8%	4.0%	4.4% ³	4.9%	4.5%

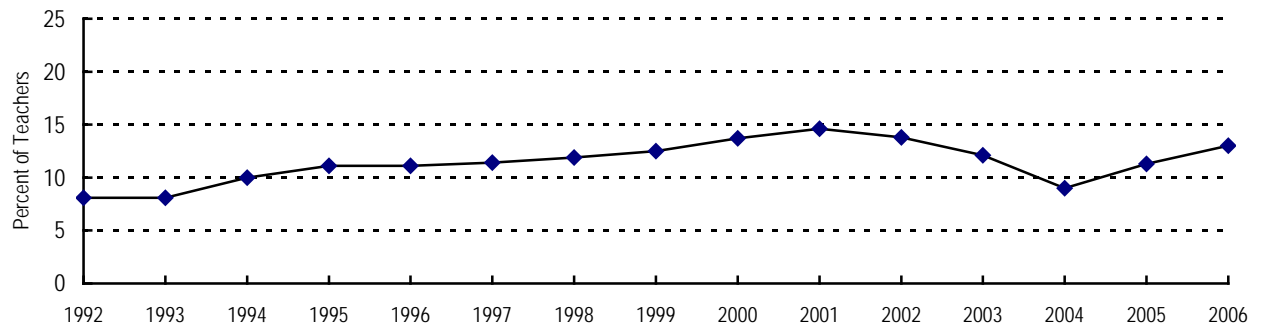
**Percent of Teachers with 0-10 Years of Experience
1992 to 2006**



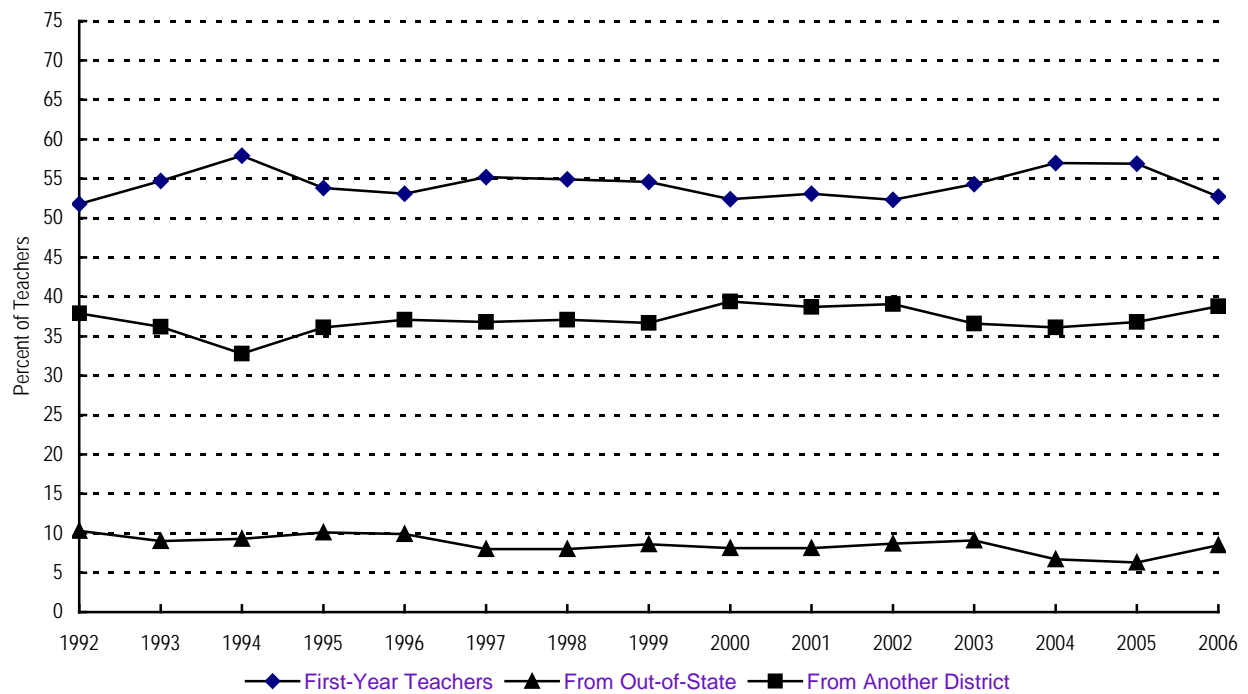
Experience Trends, 1994-2006

YEARS OF EXPERIENCE ⁶	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
0-10	40.2%	41.2%	42.0%	43.5%	44.8%	46.1%	47.8%	49.4%	50.7%	51.2%	50.2%	50.0%	50.4%
0-5	22.0%	23.5%	24.5%	26.3%	27.6%	28.5%	29.7%	30.6%	31.2%	30.8%	28.8%	28.2%	27.9%
6-10	18.2%	17.8%	17.5%	17.2%	17.2%	17.6%	18.1%	18.8%	19.5%	20.4%	21.4%	21.8%	22.6%
11-20	33.2%	31.6%	30.5%	29.2%	27.9%	27.1%	26.0%	25.5%	25%	24.9%	25.9%	26.6%	26.9%
21-30	23.1%	23.6%	24.0%	23.7%	23.6%	22.9%	22.0%	21.2%	20%	19.2%	19.1%	18.5%	17.7%
31+	3.5%	3.6%	3.6%	3.6%	3.8%	4.0%	4.2%	3.9%	4.4%	4.7%	4.9%	4.9%	5.0%

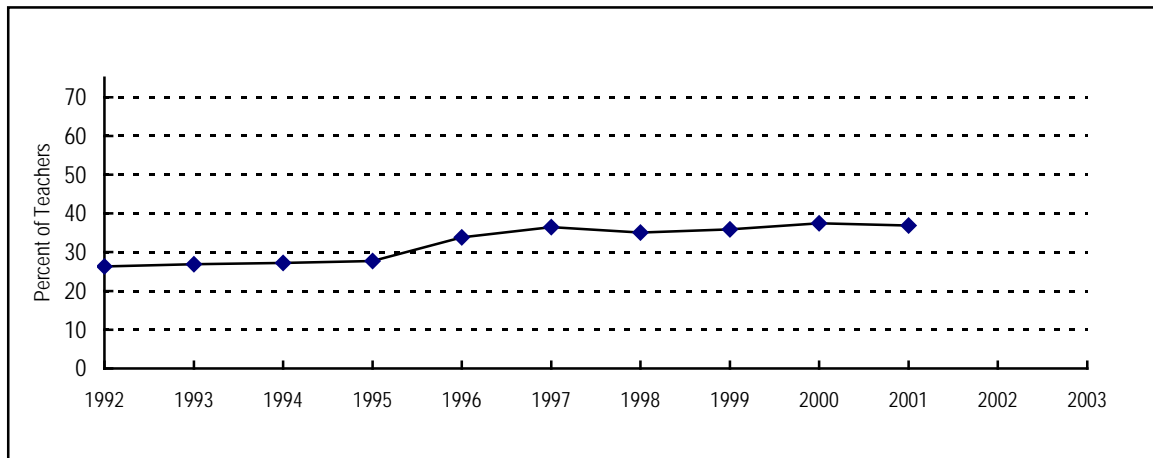
Hiring Rate 1992 to 2006



District New Hires 1992 to 2006



Teachers Leaving Missouri's Public School Work Force After 1-5 Years 1992 to 2001



Teachers Leaving Missouri's Public School Work Force, 1994-2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Total Teachers	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120
First-Year Teachers	3,223	3,429	3,424	3,804	4,030	4,313	4,646	5,064	4,802	4,439	3,428	4,285	4,668
% of First-Year Teachers who left the classroom¹³--													
After 1-3 Years	19.3%	18.6%	21.7%	24.3%	25.3%	24.8%	26.0%	29.2%	30.3%	27%			
After 1-5 Years	27.2%	27.7%	33.8%	36.5%	35.1%	35.9%	37.5%	36.9%					

Teachers Entering Missouri's Public School Work Force, 1994-2006

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Total Teachers	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120
District New Hires⁷	5,565	6,375	6,454	6,891	7,340	7,896	8,859	9,529	9,189	8,176	6,012	7,531	8,866
Teacher Hiring Rate⁸	10.0%	11.1%	11.1%	11.4%	11.9%	12.5%	13.7%	14.6%	13.8%	12.1%	9.0%	11.3%	13.0%
As a percent of Total Teachers, District New Hires who are --													
First-Year Teachers⁹	5.8%	5.9%	5.9%	6.3%	6.5%	6.8%	7.2%	7.7%	7.2%	6.5%	5.1%	6.5%	6.9%
From Out-of-State¹⁰	0.9%	1.1%	1.1%	0.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.1%	0.6%	0.7%	1.1%
From Another District¹¹	3.3%	4.0%	4.1%	4.2%	4.4%	4.6%	5.4%	5.6%	5.4%	4.4%	3.3%	4.2%	5.1%
Percent of District New Hires who are--													
First-Year Teachers	57.9%	53.8%	53.1%	55.2%	54.9%	54.6%	52.4%	53.1%	52.3%	54.3%	57%	56.9%	52.7%
From Out-of-State	9.3%	10.1%	9.9%	8.0%	8.0%	8.6%	8.1%	8.1%	8.7%	9.1%	6.7%	6.3%	8.5%
From Another District	32.8%	36.1%	37.1%	36.8%	37.1%	36.7%	39.4%	38.7%	39.1%	36.6%	36.1%	36.8%	38.8%
Re-entrants¹²	3.3%	3.3%	3.1%	4.1%	3.1%	3.2%	3.8%	3.5%	3.6%	3.4%	2.8%	3.0%	3.6%